



## CFRS Weekly Update – 03/10/25

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### Weekly Update – At a Glance

- Road closures in Penrith
- Outstanding success of on-call physical selection tests
- CM receives Long Service and Good Conduct Medal
- Updated SharePoint ASE form process
- Free webinar on NRM referrals
- Firefighter retires after 27 years' service to Cumbria
- Feedback needed on CID
- Mandatory Recruitment e-learning
- Menopause café hosted by Cumbria Police
- Amendment to WFS Regional Event Pack
- Watch Manager, Breathing Apparatus Lead – L&D expressions of interest
- Organisational Development Manager vacancy
- Resourcing, Talent and Wellbeing Lead vacancy
- FireWatch training starts Monday
- Information Security Month
- National Car Wash League
- Fire Fighters Charity: Online support for mental health

**\*\* Please note that the above information should be shared with all staff on parade.**

**Detailed information for each of these headlines can be found below.**



## **Risk Critical / Operational**

### **Road closures in Penrith**

Please be aware that road closures will be taking place in Penrith over the coming weeks while resurfacing work is carried out.

Westmorland and Furness Council will close part of the A6 Scotland Road from its junction with Salkeld Road to Stricklandgate, along with residential streets along the route, for resurfacing work the council expects to take three weeks to complete.

Alternative routes are as follows:

- **Northbound:** A6 Stricklandgate, Corney Place, A592 Brunswick Road, Cromwell Road, A592 Ullswater Road, M6 Junction 40 Roundabout, A66 Kempley Bank Roundabout, A686 Beacon Edge and C3029 Salkeld Road
- **Southbound:** C3029 Salkeld Road, A686 Beacon Edge, A66 Kempley Bank Roundabout, M6 Junction 40 Roundabout, A492 Ullswater Road, Cromwell Road, A592 Brunswick Road, A6 Duke Street and Stricklandgate

**Jane Walker**

Team Leader, Business Support

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### **Outstanding success of on-call physical selection tests**



We would like to extend our heartfelt thanks to all the crews, assessors, on-call support, Learning and Development, and Fitness teams who contributed to the outstanding success of this week's on-call physical selection tests.

Following the successful completion of these assessments, we now have 23 on-call candidates progressing to the interview stage.

We would personally like to thank the following individuals for their exceptional contributions:

- **Crews:** Blue Watch at Barrow and Workington; Amber Watch at Ulverston
- **Assessors:** Tom Wright; Jamie Coward; Willy Watson; Sam Taylforth; Mark Thornthwaite; Scott Cameron; Jonny Wills
- **On-call support:** Jonnie Hurst and Neil Aitken
- **Learning and Development:** Glen Irvine
- **Fitness:** Steve Garner
- **Barrow on-call firefighter:** Dan Hayes

The feedback from candidates has been overwhelmingly positive. They consistently commented that the assessment days were well-managed, supportive, and above all, welcoming.

Candidates highlighted that all staff members were friendly, approachable, and maintained the highest professional standards throughout the process.

Your dedication and professionalism during these assessment days made a genuine difference to the candidates' experience, and we truly appreciate the time and effort you invested in on-call recruitment. None of this could/would work without you.

**Annie McInerney-Thompson and Katie Norman**

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### **Crew Manager recognised with Long Service and Good Conduct Medal**



It was an honour to present Crew Manager Simon Morgan with his Long Service and Good Conduct Medal at Walney Fire Station in front of his family and past and present colleagues, marking 20 years of outstanding service.

Simon has been a dedicated and highly-respected member of both the full-time and retained duty systems. His professionalism, calm leadership, and unwavering commitment to the job have made a lasting impact on his colleagues and the communities he serves.

Simon joined Green Watch at Barrow as a wholetime firefighter in September 2004. He left CFRS to join BAE Systems Fire Service in January 2020.

He also joined Walney on-call and became Crew Manager, on a temporary basis in 2012 then substantive in 2013.

But behind every firefighter is a family who shares in the sacrifices. We also recognise the incredible support of Simon's wife, Claire, and his children, Devon and Hunter. Over the years they've endured countless call-outs at all hours, missed family moments, and lived with the unpredictability that comes with this role. Their patience, understanding, and support have been vital to Simon's ability to serve with such distinction.

## **Paul Milburn**

Group Manager, Prevention and Protection

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## **Updated SharePoint Adverse Safety Event form process**

The current process for completing the SharePoint ASE form requires investigators to initially complete a form and then later upload the documents – however, access to these forms isn't straightforward.

Going forward, once the form has initially been submitted, I will monitor the SharePoint forms list and send the unique form link to that investigator for them to refer to and upload their documents at a later date.

Don't hesitate to ask any questions if you're unsure of the process.

## **Luke Russell**



Health and Safety Advisor

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### **NRM webinar for First Responders – Human Trafficking Foundation**

There is an upcoming **free** opportunity to learn more about the National Referral Mechanism (NRM).

A webinar run by the Human Trafficking Foundation on **Thursday, 13 November 2025 (10am–12pm)** for first responders will take an in-depth look at what makes a good NRM referral and how the decisions are made.

Speakers include Sarah Jenkinson (Single Competent Authority, Home Office), Georgia Glenny and Paulos Amine (The Salvation Army), Kehinde Ojo (Freedom Fund). More speakers to be announced soon.

**[Book your place here](#)**

**Mark Clement**

Head of Planning and Improvement

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### **Firefighter retires after 27 years' service to Cumbria**



Long-serving firefighter Doug Lishman will enjoy his well-earned retirement after 27 years' service to Cumbria.

Doug was presented with a bronze Tally and certificate by Area Manager Stuart Hook at Kendal Fire Station.

Starting at Windermere as an on-call firefighter in 1998, Doug then joined wholetime in 2002 starting at Barrow Fire Station.

Doug finished his career as a Level 4 Inspector for the Fire Protection team in Kendal, where his knowledge, experience and good humour will be sorely missed – good luck for the future, Doug.

**Stuart Hook**

Area Manager

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**Critical Incident Debrief – we still need your feedback!**

The Critical Incident Debrief team is still looking to gather more feedback from all staff on the CID process by completing the following form using the link or QR code below: [\*\*CID feedback form\*\*](#)



By completing this form you will contribute to how and if the debriefs are adapted by providing anonymous and impartial feedback.

We welcome all positive and constructive information that is provided and this will enable the team to develop and grow.

#### **Critical Incident Debrief team**

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#### **Mandatory Recruitment e-learning**

We are pleased to share the launch of the CFRS Recruitment e-learning, which will replace the previous council e-learning, and is much quicker than before (with better pictures as well). You will all find it when you head to PDRPro, click on LearnPro, and look under Corporate Learning 2.

The Recruitment e-learning is designed to give all our staff the most essential information when it comes to our culture and policy around recruitment, the Equality Act, Unconscious Bias, Positive Action, and some top tips. It's really important everyone is getting the same information around these important points and hopefully we will build on our understanding of why they are important too.

The e-learning is not a step-by-step guide on how to run a process or which forms to use – you have the lovely resourcing team to ask those questions to, or head to our dedicated web pages here: [\*\*Resourcing and Talent | Cumbria Fire & Rescue Service\*\*](#)



### The important bit:

What is different about this e-learning is that **you must complete it before taking part in any service element of a recruitment process**. That goes for recruiting managers completing a RT1, sitting on panels, helping at selection days, reviewing on-call forms, etc. – any part of it. Before a process begins, the Resourcing team will check if you're in date and, if not, you will need to complete the e-learning before proceeding.

Those of you who will be part of any recruitment from October 2025 onwards will be checked. Otherwise, we are looking for all staff to complete this by March 2026.

If you have any questions, please come to Ollie Wright (Resourcing Lead), Katie Norman (Resourcing Advisor), or email [recruitment@cumbriafire.gov.uk](mailto:recruitment@cumbriafire.gov.uk)

### Ollie Wright

Resourcing, Talent and Well-being Lead



## Equality, Diversity and Inclusion

### Menopause café hosted by Cumbria Police

Cumbria Police would like to invite you all to a Menopause café on **Wednesday, 15 October 2025 at 11.30am–1.30pm** which will be hosted online via Teams (link to follow next week).

Dr Cath Munro, Cumbria's only menopause GP specialist, will be leading the event and will be discussing the following themes:

- Understand what GP services and treatments you are entitled to
- How to negotiate through healthcare providers and surgeries
- Understand your menopause and related hormonal change symptoms
- Understand possible effects on your wider health
- Holistic Wellbeing – the international theme of World Menopause Day is Lifestyle Medicines
- How to 'bite size' exercise, movement, nutrition into our busy lives

- Sleep and stress management

Please add this event to your diaries as it will be a very worthwhile and informative session.

### **Kelly Drury**

Watch Manager, Equality, Diversity and Inclusion

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### **Amendment to Women in the Fire Service Regional Event Pack**

Women in the Fire Service have recently made an amendment to the Regional Event Pack; please click on the following link [Regional Event Pack](#) for the most up-to-date version.

If you are planning any events within your region, WFS would like to be kept informed and provide support when requested, so we ask that you complete the documents/MS Form link contained within this document.

### **Kerry-Jane Cassidy**

Administration Assistant, Women in the Fire Service UK

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### **Watch Manager, Breathing Apparatus Lead – L&D**

**Location:** Penrith Service HQ – willingness to travel countywide and nationally where required for the development of incident command training and regional meetings.

**Salary:** WM Grey Book (+10 per cent L&D Allowance)

**Job Type:** Temporary Cover (initially three months) – 42 hours per week

**Eligibility:** INTERNAL ONLY. Competent Crew Manager.

**Closing Date:** Midnight, Sunday 12 October 2025

**Shortlisting:** Monday 13 October 2025

**Interview Date:** w/c Monday 13 October 2025

**Key Responsibilities:**

- L&D BA and tactical firefighting lead

To find out more and apply, click here: [Internal Expressions of Interest | Cumbria Fire & Rescue Service](#)

**Ollie Wright**

Resourcing, Talent and Well-being Lead

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## **Organisational Development Manager**

**Location:** Flexible working, a mixture of home working and working from any of our stations, mainly HQ at Penrith

**Salary:** £51,356–£52,413

**Job type:** Permanent – 37 hours per week

**Closing date:** 11.59pm, Sunday 12 October 2025

**Interview date:** Thursday 23 October 2025

For more information please contact [Recruitment@cumbriafire.gov.uk](mailto:Recruitment@cumbriafire.gov.uk)

To find out more and apply, click here: [CFRS0157 - Organisational Development Manager | Cumbria Fire & Rescue Service](#)

**Katie Norman**

Resourcing and Talent Advisor

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### **Resourcing, Talent and Wellbeing Lead**

**Location:** Flexible working, a mixture of home working and working from any of our stations

**Salary:** £45,091–£46,142

**Job type:** Fixed Term (12 months, maternity cover) – 37 hours per week

**Closing date:** 11.59pm, Sunday 12 October 2025

**Interview date:** Wednesday 22 October 2025

For more information please contact [Recruitment@cumbriafire.gov.uk](mailto:Recruitment@cumbriafire.gov.uk)

To find out more and apply, click here: [CFRS0166 - Resourcing, Talent and Wellbeing Lead | Cumbria Fire & Rescue Service](#)

**Katie Norman**

Resourcing and Talent Advisor



**Other**

### **FireWatch training starts Monday and SharePoint site launched**

FireWatch training for all staff will begin from Monday and invites to sessions should have landed in your inbox.

FireWatch is scheduled to go live in Cumbria Fire & Rescue Service on Monday 3 November with the launch of the Human Resources module.

A reminder that the training will take place on the following dates and you will be able to pick which you are able to attend:

### **Operational**

- **Monday 6 October** 10am–12pm
- **Wednesday 8 October** 2pm–4pm
- **Thursday 9 October** 2pm–4pm
- **Tuesday 14 October** 10am–12pm

### **On-call**

- **Monday 6 October** 7pm–7.30pm
- **Wednesday 8 October** 7pm–7.30pm
- **Tuesday 14 October** 7pm–7.30pm
- **Thursday 16 October** 7pm–7.30pm

### **Corporate**

- **Tuesday 7 October** 2pm–4pm
- **Friday 10 October** 10am–11.30am

For more information about what FireWatch is – and to find Frequently Asked Questions (updated after each training session), training dates, and user guides – visit the new FireWatch SharePoint section which is now live here: [\*\*FireWatch - Human Resources Module\*\*](#)

Information sessions have been delivered over the past month at Standardisation and to corporate staff on Teams, and user acceptance testing has been ongoing this



week with volunteers – thank you to Carlisle Red Watch, HR, corporate staff and WM Kelly Drury for taking part and providing valuable feedback.

**Joanne Cullen**

Project Delivery Lead, Fire Transition team

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### **Information Security Month – Cyber Security and You**

To mark Information Security Month, an international initiative aimed at raising awareness about cyber security threats and educating individuals and organisations on how to protect themselves, five newsletters which will be shared with you during October.

The theme of this week's newsletter is *Cyber Security and You: Keeping you and your family safe online*.

#### **In this newsletter you'll learn:**

- Helpful tips for securing your online accounts
- Top tips for using social media safely
- A "Did you know?" case study on LinkedIn's Artificial Intelligence content grab
- Guidance for high-risk individuals

**[Click here to read the first newsletter](#)**

**Fiona Little**

Information Governance

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**National Car Wash League kicks off for charity**



The **National Car Wash League** is an annual fundraising event where fire stations host charity car washes, competing to raise the most money and engage their local communities.

The campaign runs throughout the autumn and participating stations are encouraged to register, promote their events, and share their results.

The charity provides a full toolkit including posters, social media graphics, and guidance to help stations run successful events.

All the details including registration and promotional materials are available [here](#).

This is a brilliant initiative that brings fire stations and communities together to raise vital funds for the charity, while also adding a bit of friendly competition between stations across the UK – I want to encourage as many crews as possible to facilitate a car wash.

I understand there are already a few car washes being arranged at the moment, which I would like to thank crews for personally and on behalf of the charity.

If you would like support with promoting your car wash on our website and social media, please email [liam.waite@cumbriafire.gov.uk](mailto:liam.waite@cumbriafire.gov.uk) who will be happy to help.

**Paul Milburn**

Group Manager, Prevention & Protection

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## **Fire Fighters Charity: Online support for mental health**

Whether you're looking to address issues with your sleep, overcome anxiety, understand menopause or learn about the benefits of physical activity, we have a wide range of short, bite-size courses on these topics and many more – all available for you to try in our Online Wellbeing Hub.

### **[Access the Online Wellbeing Hub here](#)**

The wealth and diversity of topics is amazing, from burnout awareness to 10 signs it's time to talk to HR, returning to work from trauma, understanding about menopause, compassion fatigue, sleeping difficulties the list could go on and on.

The bite-size topics or courses can last from 10 minutes to an hour, and if you feel a deeper dive into a certain topic would be more beneficial, we also have a host of longer online courses to help you take the first step on a journey to improve your health and well-being.

## **Fire Fighters Charity**

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To have your news included in this section please email:

**[CFRS.update@cumbriafire.gov.uk](mailto:CFRS.update@cumbriafire.gov.uk)**

